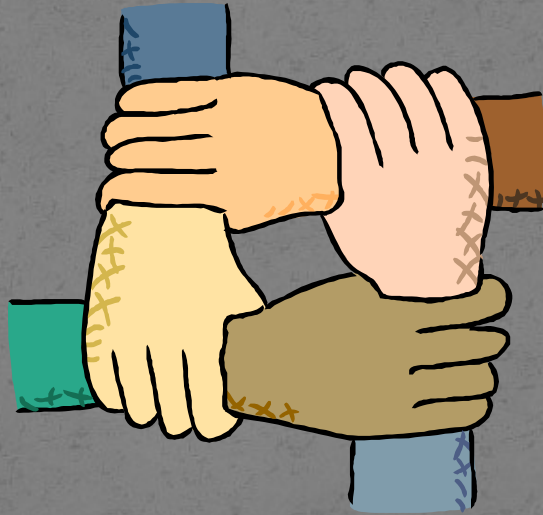


EEO

TITLE 32

NGR (AR) 690-600/AF 40-1614

EQUAL EMPLOYMENT OPPORTUNITY (EEO)



HOW WE PERCEIVE OTHERS

POSITIVE??? + Like us

NEGATIVE??? + Not like us



Purpose of EEO

Equal-

- ▮ **Of same measure, quantity, amount or number**
- ▮ **Alike in quality, nature or status**
- ▮ **Alike for each member of a group, class or society**

Employment-

- Activity in which one engages or is employed

Opportunity-

- ▮ **A favorable juncture of circumstances**
- ▮ **A good chance for advancement or progress**

Basis of Discrimination

- Race
- Color
- Religion
- Sex
- National Origin
- Age
- Disability
- Reprisal (based on EEO activity)

Legal Definition

**Providing equal opportunity in
employment on
the basis of merit and fitness without
regard
to race, color, religion, sex, national
origin , age and/or disability**

Discrimination

Discrimination occurs when.... A person or groups of people are treated differently from another person or group of people

Discriminatory harassment is.....harassing and/or discriminating behavior that is severe or pervasive enough to create a hostile working environment and/or result in a tangible employment action.

Harassment..

....to trouble, worry or torment someone on a persistent basis.

TYPES OF HARASSMENT:

- **Verbal** – things said, written or inappropriate sounds
- **Physical** – hitting, pushing, blocking someone's way or inappropriate touching
- **Visual** – includes calendars, pictures or any inappropriate object that can be clearly seen

Harassment VS. Discrimination

Harassment is making someone's life miserable at work.

Discrimination is treating someone differently based on who they are.

AFFIRMATIVE EMPLOYMENT

- Provides equal opportunity in employment for all technician personnel or applicants for employment with the National Guard, **and**
- Prohibits discrimination in all aspects of its personnel policies, programs, practices and operations and of all its working conditions and relationships with employee and applicants for employment

AFFIRMATIVE EMPLOYMENT

- Employment decisions must be made using EEO provisions under the law
- The Responsible Team:
 - ~Staffer
 - ~State Equal Employment Management (SEEM)
 - ~Supervisor



SEXUAL HARASSMENT

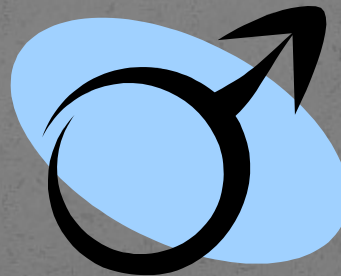
- 1) Influencing, offering to influence, or threatening the career, pay or job of another person in exchange for sexual favors;
- 2) Deliberate or repeated offensive comments, gestures or physical contact of a sexual nature in a work or duty related environment; and
- 3) Conduct which interferes with an individual's performance or creates an intimidating, hostile or offensive environment

TYPES OF SEXUAL HARRASSMENT

- 1) *Quid Pro Quo*: related to terms of conditions of employment and/or an employment decision; “something for something”
- 2) *Hostile Work Environment*: relates to a disruptive and/or offensive work environment

SEXUAL HARASSMENT VICTIMS

- Originally ~ Women
- Later ~ Men
- Most recently ~ Same Sex



THE EVOLVING DEFINITION OF SEXUAL HARASSMENT

A form of sex discrimination that involves **unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:**

- submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, or
- submission to or rejection of such conduct by an individual is used as a basis for employment decisions affecting such individuals, or
- such conduct has the purpose or effect of unreasonably **interfering with an individual's work performance** or creating an intimidating, hostile, or offensive environment.

VERBAL SEXUAL HARASSMENT

Personal inquiries unrelated the work environment
(i.e., social life or sex fantasies or
preferences)

Cat calls

Barking, growling, or
whistling at passerby
which indicates your
perception of their
physical appearance

Jody calls of a sexual
nature

Promises of rewards or benefits for
“cooperating”

Telling jokes with
sexual
connotations

SEXTING

Sexually degrading
language (i.e.,
profanity)

Referring to co-
workers as
“Honey,” “Baby,”
“Dear,” etc.

NONVERBAL SEXUAL HARASSMENT

Leering, ogling of someone's body, giving them the "once over"

Leaving sexually oriented

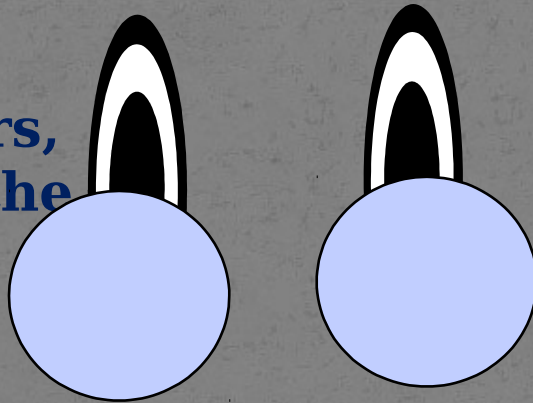
cartoons, pictures, letters, magazines in the

work environment

SEXTING

Touching or rubbing oneself around another person

Adding sexually oriented pictures to presentations or sending emails



Giving a personal gift

Gestures made with intentional sexual overtones, such as: blowing kisses, licking lips, winking and body movement

PREVENT SEXUAL HARRASSMENT

- Examine your own personal behavior
- Show respect for individuals regardless of your or their work position
- Provide an environment free of intimidating hostility or psychological stress;
- Control social interactions so that they do not interfere with productivity; and
- Take corrective action(s) whenever sexual behavior is displayed

~~SEXUAL HARASSMENT~~

- ~~1) Influencing, offering to influence, or threatening the career, pay or job of another person in exchange for sexual favors;~~
- ~~2) Deliberate or repeated offensive comments, gestures, or physical contact of a sexual nature in a work or duty related environment; and~~
- ~~3) Conduct which interferes with an individual's performance or creates an intimidating, hostile or offensive environment.~~

Commander's/ Supervisors /NCO's Responsibilities

- **SET THE TONE - BE ABOVE REPROACH**
- **ENSURE A POSITIVE AND PROFESSIONAL WORK ENVIRONMENT**
- **RECOGNIZE YOUR OBLIGATION AND AUTHORITY TO CREATE AND PRESERVE A WORK ENVIRONMENT FREE FROM SEXUAL HARASSMENT**
- **RECOGNIZE THE SIGNS AND THE CLUES**
- **DO NOT TOLERATE INAPPROPRIATE BEHAVIOR**
- **TAKE IMMEDIATE ACTION ON OBSERVED OR REPORTED INCIDENTS**
- **INITIATE COUNSELING/DOCUMENT ACTION(S) TAKEN**

Individual's Responsibilities

- **TELL THE PERPETRATOR TO CEASE AND DESIST!**
- **IF IT CONTINUES, NOTIFY THE CHAIN OF COMMAND IMMEDIATELY**
- **IF IT STILL PERSISTS, CONTACT THE EO/AA, MEO OFFICE OR AN EEO COUNSELOR IMMEDIATELY**
- **OBSERVERS OF SEXUAL HARASSMENT SHOULD BRING IT TO THE ATTENTION OF AN APPROPRIATE OFFICIAL**
- **KEEP DOCUMENTATION OF HARASSMENT AND ACTION/NON-ACTION(S) TAKEN**

Respect

- **Resolve conflicts at the lowest level**
- **Explore options to improve relationships**
- **Sensitize yourself & your subordinates**
- **Promote positive human relations**
- **Eliminate unacceptable behavior**
- **Consider organization & employee needs**
- **Teach non-discrimination & EO skills by example**

Video

Contacts

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DSN

becky.romero@us.army.mil

State Equal Employment Specialist or HR-EO
MAJ Brian Jacketta Army or Capt Kendall Stookey
801-432-4226 or 801-245-2266

OR

Your Commander, Supervisor, MEO Representative or EO
Representative

Remember

**ANY FORM OF DISCRIMINATORY
HARASSMENT WITHIN THE UTNG WILL
NOT
BE TOLERATED!!!!!!!**